

Peckham & McKenney  
"All About People"



# Chief of Police

CITY OF MILPITAS, CALIFORNIA





## THE COMMUNITY

Located at the southern tip of the San Francisco Bay, the City of Milpitas is a progressive community that is an integral part of the high tech Silicon Valley. With a richly diversified resident population of 65,000, Milpitas features quality schools, conveniently located neighborhood parks and shopping centers.

Milpitas is an affluent and well-educated community with an average household income of \$98,979. More than 70% of Milpitas households have an annual income that exceeds \$50,000. The homeownership rate is 73% with a median home value of \$429,000. Milpitas' housing market remains affordable relative to the majority of Santa Clara County.

Milpitas is often called the "Crossroads of Silicon Valley" with most of its 14.5 square miles of land situated between two major freeways (I-880 and I-680), State Route 237, and a County expressway. A new light rail line opened for service in 2004, and an extension of BART with a major multi-modal station, are in the planning stages. There are approximately 1,790 acres, or 2.9 square miles, designated for various industrial uses. About 271 acres are vacant and available in parcels ranging from ½ acre to 75 acres. There are eight existing industrial parks and 550 manufacturing plants in Milpitas.

An additional 350 acres are dedicated to regional and community retail centers supporting 3.5 million square feet of commercial shops. The Great Mall of the Bay Area is the largest enclosed mall in Northern California, with approximately 1.1 million square feet of leasable space for retail and entertainment operations. Several local shopping centers serve regional needs for Asian-oriented retail and services.

The two largest employers in Milpitas are Cisco Systems and Lifescan, Inc., with over 2,500 employees each. Other major employers are Solectron Corporation; Palm Pilot; LSI Logic Corporation; Linear Technology; KLA-Tencor Corporation; Maxtor Corporation; Xicor, Inc.; Seagate Technology, and the newly acquired SanDisk. Seven of these top ten employers have made the City of Milpitas their corporate

headquarters. Given the City's desirable location for high-tech industry, the daytime population of Milpitas doubles to 130,000.

Twenty-eight community parks are maintained by Milpitas, in addition to one dog park and 18 tennis courts. The City provides a multitude of outstanding recreational opportunities, including aquatics, cultural arts and theater, sports leagues and activities, youth programming, and senior activities and services.

## THE ORGANIZATION

Incorporated in 1954, Milpitas is a general law city operating under the City Council/City Manager form of government with over 600 employees and an annual budget of approximately \$110 million. Milpitas is a creative, forward-thinking City, providing quality police, fire, water, streets, parks, engineering, planning, and recreation services.

Charles Lawson, City Manager, began his tenure with the City of Milpitas when he was appointed as Police Chief in 1994. He retired from law enforcement in August 2005 and was then appointed by the City Council to the position of City Manager.

The Milpitas Police Department has an annual budget of \$21.1 million with a total of 124.5 authorized positions (95 sworn; 29.5 non-sworn). With a minority staff of 62%, Milpitas is the most ethnically diverse police department in Northern California. The current Interim Police Chief is Thomas Nishisaka, who has served the City in a variety of capacities since 1966.

Reporting to the Chief of Police are two Captains over the Support Services and Police Operations Bureaus. Three Commanders oversee the Divisions of Special Operations, Technical Services, and Field Services. The Department enjoys a stable and strong organizational structure, as well as a supportive community and City Council.

The Milpitas Police Department has successfully instituted a variety of programs, including:

- The implementation of Police Activities League (P.A.L.), which over a thousand youths participate in each year.
- The Shopping Center Program, instituted in the 90's, provides that each Patrol Officer adopts a specific shopping center in which she/he interacts with the merchants on a regular basis, thereby forming a relationship to deal effectively with public safety issues. This program received national recognition in 2003 by Police Chief Magazine as one of seven "proactive policing strategies that work."



- A Senior Volunteer Program was created in 2001, which by 2005 had expanded to 27 active volunteers who engage in a variety of activities, ranging from assisting the Traffic Safety Unit at DUI checkpoints to fingerprinting children at local shopping centers.
- In 2001, Compstat was introduced to Milpitas. This program combines timely and accurate crime analysis with effective tactics, rapid deployment of personnel and resources, and continuous reassessment of crime fighting efforts.
- The community relations unit of the Department was reorganized in 2005 to establish two School Resource Officers at Milpitas High School.

As a result of the implementation of these programs, crime has fallen and remains significantly lower than at its peak two decades ago, although the population of the community has grown significantly.

## THE POSITION

The City of Milpitas is seeking the very best talent and fit in its Chief of Police. Leading a stable and dynamic Department, the Police Chief will solicit cooperation and lead by example, thereby motivating others to provide the best in service to the community. The Police Chief will be an innovative problem solver who can define the problem, give clear direction, get people on board, and get results. The Police Chief will be a self-confident leader with excellent interpersonal skills.

The ideal candidate for Police Chief has been described as politically astute, but apolitical. As a member of the Executive Management Team, the Police Chief will have the ability to establish and maintain effective working relationships and team with other department heads and staff. Candidates who possess a strong background and successful history in working with unions are encouraged to apply.

Competitive candidates should possess at least twelve years of well-rounded experience in the police service and understand all aspects of department administration. Five



years' experience in a responsible management capacity is required. A Bachelor's Degree from an accredited college with major course work in criminal justice or a related field is required; a Master's degree is preferred.

## THE COMPENSATION

The salary range for the position of Police Chief is \$139,787 to \$198,742, depending upon qualifications. The City also offers an excellent benefits package including:

**RETIREMENT** – PERS 3% @ 50 employee pays 9% contribution.

**BENEFIT PACKAGE** – The City offers 5 plans for health insurance, 2 HMO's & 3 PPO's (Kaiser, Blue Shield HMO, PERSCare PPO & PERS Choice PPO, and PORAC). Employees who are covered as an eligible dependent under another health insurance plan may waive health coverage and receive a total of \$125 per month in lieu of medical plan coverage with the appropriate documentation. The City also provides dental and vision plans. Life insurance is provided in the amount of \$50,000.

**DEFERRED COMPENSATION** – The City provides \$900 annually towards a deferred compensation account.

**HOLIDAYS** – The City offers 12 paid holidays. For each calendar year, a floating holiday (8 hours) can be used by December 31st of each year.

**VACATION** – 16 days vacation for the first 4 years of service (increases to 21 days for 5-9 years of service, 26 days for 10-14 years of service, 31 days for 15-19 years of service, 36 days after 20 years of service.)

**SICK LEAVE** – 12 days per year.

**EDUCATIONAL REIMBURSEMENT** – The City provides reimbursement up to \$1,400 per fiscal year for continuing work-related education.

**FLEXIBLE SPENDING PLAN** – The City offers employees a pre-tax deduction for a 125 Plan for medical expenses, premiums, child, or elder care expenses.

## SEARCH SCHEDULE

Resume Filing Deadline ..... May 26, 2006  
Preliminary Interviews ..... May 30 – June 9  
Recommendation of Candidates ..... June 9  
Finalist Interview Process ..... June 23  
Anticipated Appointment Date ..... July 10  
These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

## THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resumé and cover letter electronically to:

**Peckham & McKenney**  
[apply@peckhamandmckenney.com](mailto:apply@peckhamandmckenney.com)

Please do not hesitate to call Bobbi Peckham or Phil McKenney toll-free at (866) 912-1919 if you have any questions regarding this position or recruitment process.

